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Pay Equity: The Ontario Experience

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SELECTED BIBLIOGRAPHY: NO. 5

PAY EQUITY: THE ONTARIO EXPERIENCE



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SELECTED BIBLIOGRAPHY SERIES ON PAY EQUITY

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| No. 1 | Pay Equity (<i>August 1989</i>) |
| No. 2 | Job Evaluation and Pay Equity (<i>Rev. Jan. 1993</i>) |
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INTRODUCTION

The purpose of this bibliography is to provide the reader with a listing of readings that will aid him/her in understanding the principles of pay equity and the process by which it has come into being in Ontario. Selections are limited to items published within the past ten years and held by the Pay Equity Commission Library. This edition updates and replaces an earlier version dated September 1990.

The bibliography has been divided into six sections. The first two sections list books and articles that provide a general overview of pay equity in Ontario. The Ontario situation is examined from a variety of perspectives including the social, historical, legal and political. The items listed range from analyses of the actual pay equity law to straightforward "how-to" implementation manuals. A number of articles describing "success" stories have also been included.

The third section contains a complete listing of all Pay Equity Commission publications, including reports, studies, and implementation guidelines. The fourth section lists publications of the Pay Equity Hearings Tribunal. The fifth section provides an extensive listing of Ontario government publications pertaining to pay equity. It includes documents published by the government of Ontario as well as the reports/studies on pay equity tabled with the Standing Committee on Administration of Justice and the studies commissioned by/submitted to the Premier's Labour Advisory Committee on Pay Equity. The last section lists selected journals and newsletters that provide good coverage of the Ontario pay equity scene.

Members of the public are welcome to consult these materials in the Commission's library. The library is open weekdays from 8:30 a.m. to 4:30 p.m. It is recommended that those wishing to use the library call ahead for an appointment at (416) 481-4464 ext. 263.

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III. PAY EQUITY COMMISSION PUBLICATIONS

Note: Most Commission publications are also available in French.

(a) Reports

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Report to the Minister of Labour by the Ontario Pay Equity Commission on Options Relating to the Achievement of Pay Equity in Sectors of the Economy which are Predominantly Female. Toronto: The Commission, 1989.
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(c) Pay Equity Implementation Series

This series consists of the following 18 guidelines produced by the Pay Equity Commission.

- #1 Introduction to Pay Equity and Answers to Some Common Questions about Pay Equity. (March 1988)
- #2 Definition of Employer. (March 1988)
- #3 Calculating the Number of Employees in the Private Sector. (March 1988)
- #4 Definition of Establishment. (March 1988)
- #5 Determining Job Class. (May 1988)
- #6 Using the "Group of Jobs" Approach. (May 1988)
- #7 Determining Gender Predominance. (May 1988)
- #8 Disclosing Information. (July 1988)
- #9 Gender-Neutral Job Comparison. (July 1988)
- #10 Which Job Classes to Compare. (July 1988)
- #11 Determining Job Rate - Salaries/Wages/Payments. (August 1988)
- #12 Determining Job Rate - Benefits. (August 1988)
- #13 Permissible Differences in Compensation. (November 1988)
- #14 Pay Equity Adjustments. (November 1988)
- #15 Pay Equity Plans. (January 1989)

- #16 Dispute Resolution I - Review Services. (July 1989)
- #17 Dispute Resolution II - Pay Equity Hearings Tribunal. (July 1989)
- #18 Small Private Sector Employers. (July 1989)

(d) Newsletters

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IV. PAY EQUITY HEARINGS TRIBUNAL PUBLICATIONS

Pay Equity Act: A Guide to the Pay Equity Hearings Tribunal Rules. Rev. ed. Toronto: The Tribunal, 1992.
KF 3467 .ZB3 .G947 1992

Pay Equity Act: Rules of Practice. Rev. ed. Toronto: The Tribunal, 1992.
KF 3467 .ZB3 .P345 1992

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V. GOVERNMENT PUBLICATIONS (Excluding PEC)

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KF 3467 .ZB3 .O62

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KF 3467 .ZB3 .P925 no. 1

The Definition of Establishment: The Subcontracting Problem.
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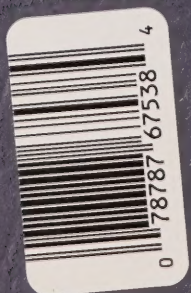
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